

**Federal Posters:**

1. *Equal Employment Opportunity is THE LAW-Form OFCCP-1420*
2. *Notice – Federal Aid Projects – Fraud Notice, required by 18 CFR 1020 & 23 CFR 635.119.FHWA Form 1022*
3. *Employment Rights Under the Davis-Bacon Act-WH 1321*
4. *Job Safety and Health It's the law! OSHA 3165-12-06R, OSH Act*
5. *Employee Rights Under The Fair Labor Standards Act-Publication WH 1088*
6. *Employee Rights and Responsibilities Under The Family Medical Leave Act, Form WHD Publication 1420*
7. *Notice Employee Polygraph Protection Act, WH Publication 1462*
8. *Employee Rights For Workers With Disabilities Paid At Special Minimum Wages, WH 1284 (Required when Certified)*
9. *Employee Rights On Government Contracts, WHD Publication 1313*
10. *Notice Military Family Leave, Public Law 110-181*
11. *Your Rights Under USERRA, (38 U.S.C. 4301-4335 & 20 CFR Part 1002.18-1002.21)*
12. *Combustible Dust (Manufacturing Facility, i.e., cement, or asphalt plant-OSHA 3371-08 2009-Guidance)*
13. *Process Safety Management Depends on You! (Recommended, not required-OSHA 3316-01-2009-Guidance)*
14. *Teen Workers-You Have a Right to a Safe Workplace (Recommended, not required)*
15. *Do Not Enter an Unprotected Trench. OSHA 3215-04N-05 (Recommended, not required)*
16. *Union Members: Know Your Rights (Union Contractors Only)*
17. *Emergency Phone Numbers, 29 CFR 1926.50(f)*
18. *Employee Rights under the National Labor Relations Act*
19. *Water.Rest.Shade.Stopping for Water (OSHA Form 3435-04N-2011)*
20. *Fall Prevention Poster: (OSHA Form 3531\_04-2012)*

**State Posters:**

1. *Idaho Law Prohibits Discrimination, Title VI Act of 1964 (Required by Idaho Code)*
2. *Notice to All Employees Unemployment Insurance Benefits (Idaho Industrial Commission)*
3. *Idaho Minimum Wage Law, Section 44-1502, Idaho Code*
4. *Notice Regarding Workers Compensation Insurance (Idaho Law 72-312-)*

**Contractor Posters:**

**(See also the Construction Site Bulletin Board Explanation - CA Manual 107.01 & 108.04)**

**1. Contractor's EEO Policy Statement (41 CFR 60-741.44)**

The statement that it is company policy not to discriminate against any applicant for employment, or any employee because of religion, race, color, sex, age disability, or national origin. It must reflect the attitude of the executive officer towards the subject matter.

That the company will take Affirmative Action to insure that the Policy is implemented.

A statement that all applicants and employees will continue to be compensated, trained, advanced, demoted, terminated, hired, and transferred solely on the basis of the individual's merit.

That the company will take Affirmative Action to insure that the policy is implemented, and the contractor must ensure that applicants and employees with disabilities are informed of the contents of the policy statement, and be willing to make reasonable accommodations for mental or physical limitations.

A statement pertaining to a working environment free of harassment, intimidation, threats, discrimination, because they have filed a complaint, or assisted in an investigation, compliance evaluation, hearing, or other activity related to Section 503 of the Rehabilitation Act, or any other related activity.

A notice encouraging employees to refer minority and female applicants for employment

The statement that it is company policy that all job-sites and facilities, including company activities are non-segregated, except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.

The Policy must be reviewed and dated for the current year

The Policy must provide for an audit and a reporting system

**2. Letter Appointing The Company's EEO Officer for the Project, (41 C.F.R 60-741.44)**

Does the letter include the name, address, and telephone number of their EEO Officer; The document must be printed on company letterhead. The company's President must sign the document. it must be updated every year. Is it current?

**3. Davis-Bacon Wage Rates from the contract shall be posted on or near the Bulletin Board**

## WEB LINK TO SPECIFIC BULLETIN BOARD POSTERS

- 1 [www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf](http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf)
  - 2 <http://www.fhwa.dot.gov/programadmin/contracts/fhwa1022.pdf>
  - 3 <http://www.dol.gov/whd/regs/compliance/posters/fedprojc.pdf>
  - 4 <http://www.osha.gov/Publications/poster.html>
  - 5 <http://www.dol.gov/whd/regs/compliance/posters/minwagep.pdf>
  - 6 <http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>
  - 7 <http://www.dol.gov/whd/regs/compliance/posters/eppac.pdf>
  - 8 <http://www.dol.gov/whd/regs/compliance/posters/disabc.pdf>
  - 9 <http://www.dol.gov/whd/regs/compliance/posters/govc.pdf>
  - 10 <http://www.consumersenergy.com/uploadedFiles/CEWEB/CAREERS/military-leave-allowance.pdf>
  - 11 [http://www.dol.gov/vets/programs/userra/USERRA\\_Federal.pdf](http://www.dol.gov/vets/programs/userra/USERRA_Federal.pdf)
  - 12 <http://www.osha.gov/Publications/combustibledustposter.pdf>
  - 13 <http://www.osha.gov/Publications/process-safety-poster.pdf>
  - 14 [http://www.osha.gov/Publications/3231\\_Teen\\_Poster.pdf](http://www.osha.gov/Publications/3231_Teen_Poster.pdf)
  - 15 [http://www.osha.gov/Publications/trench/3215\\_trench\\_poster\\_eng.pdf](http://www.osha.gov/Publications/trench/3215_trench_poster_eng.pdf)
  - 16 <http://www.dol.gov/olms/regs/compliance/UnionMemRightsPoster.pdf>
  - 17 **SEE ITD FORM ITD-2540**
  - 18 [http://www.dol.gov/olms/regs/compliance/employeeRightsPoster11X17\\_Final.pdf](http://www.dol.gov/olms/regs/compliance/employeeRightsPoster11X17_Final.pdf)
  - 19 [http://www.osha.gov/SLTC/heatillness/osha\\_heat\\_poster\\_en.pdf](http://www.osha.gov/SLTC/heatillness/osha_heat_poster_en.pdf)
  - 20 <http://www.osha.gov/stopfalls/poster.pdf>
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- 1 <http://humanrights.idaho.gov/media/posters/ihrposter08.pdf>
  - 2 <http://labor.idaho.gov/ftp/requiredposters.pdf>
  - 3 <http://labor.idaho.gov/ftp/requiredposters.pdf>
  - 4 [http://www.iic.idaho.gov/posters/ba\\_sample\\_poster.pdf](http://www.iic.idaho.gov/posters/ba_sample_poster.pdf)

## REFERENCE LOCATION FOR JOB SITE POSTER LINKS

<http://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

<http://www.dol.gov/oasam/programs/osdbu/sbrefa/poster/matrix.htm>

<http://www.osha.gov/pls/publications/publication.athruz?pType=Types&pID=5>

<http://labor.idaho.gov/ftp/requiredposters.pdf>

<http://www.iic.idaho.gov/posters/posters.html#other>

<http://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>